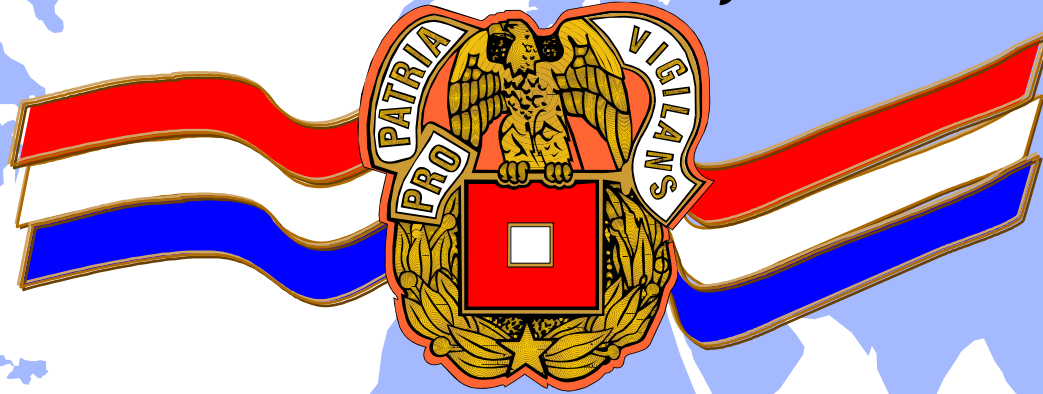# US Army Signal Center
Ft. Gordon, GA

Transforming
Information Technology
Training

COL Peter T. Farrell
Deputy Commander/Assistant Commandant

INFORMATION TECHNOLOGY

- **Is Changing Our Lives...**

- **Is Changing Our Army...**

- **Is Not Going To Go Away...**

- **Why Shouldn't It Change The Way We Train?**

- **We Should Use It To Train Better, Smarter...**

AN EXPLOSION IN INFORMATION TECHNOLOGY

Greater Complexity of Communications and Information Systems

Rapidly Changing Technology

More skills Required of IT Soldiers and Leaders

Perishable Skills

INFORMATION TECHNOLOGY TRAINING TODAY

AIT **31S Satellite Communications Operator Maintainer** **39 WEEKS**

- Lengthy Resident Courses
- Legacy, Digital, and COTS Systems
- Rapidly Changing Technology
- School can't keep pace with Equipment
- Train all Critical Tasks
- Perishable Skills
- Unit Training Required

Bottom Line: *A significant training DELTA which varies by unit and location. Units bear the burden of this training DELTA*

CURRENT RESIDENT TRAINING MODEL SHORTFALLS

AIT   BNCOC 6 yrs   ANCOC 12 yrs
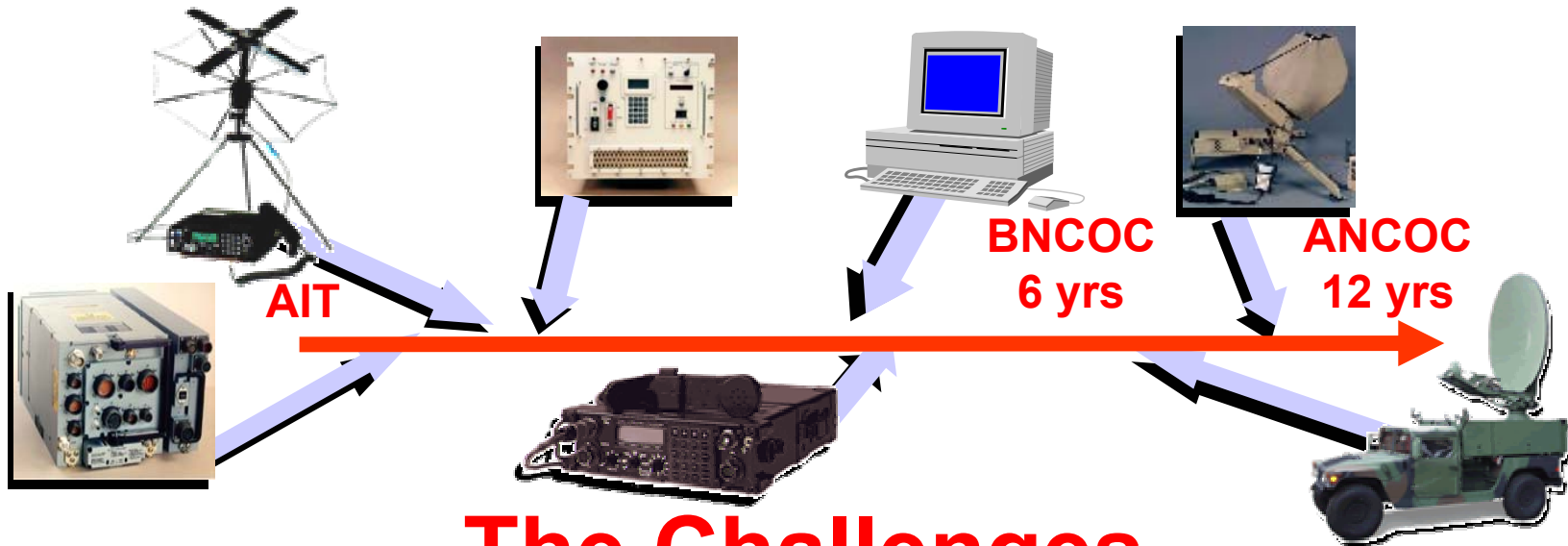
The Challenges

Unit Training Supplements are Duplicated and Not Synchronized

**Length of Time Between Resident Training Opportunities. (AIT, BNCOC, ANCOC)**

One Size Fits All (Active, RC, Digitized, Non-Digitized Tactical, Strategic)

Infrastructure of Schoolhouse Cannot Keep Pace with Demands (Equipment, Shifts, Facilities)

Bottom Line: We Must Adopt a Distributed, Lifelong Learning Approach to IT Training and Education

A NEW APPROACH: LIFELONG LEARNING
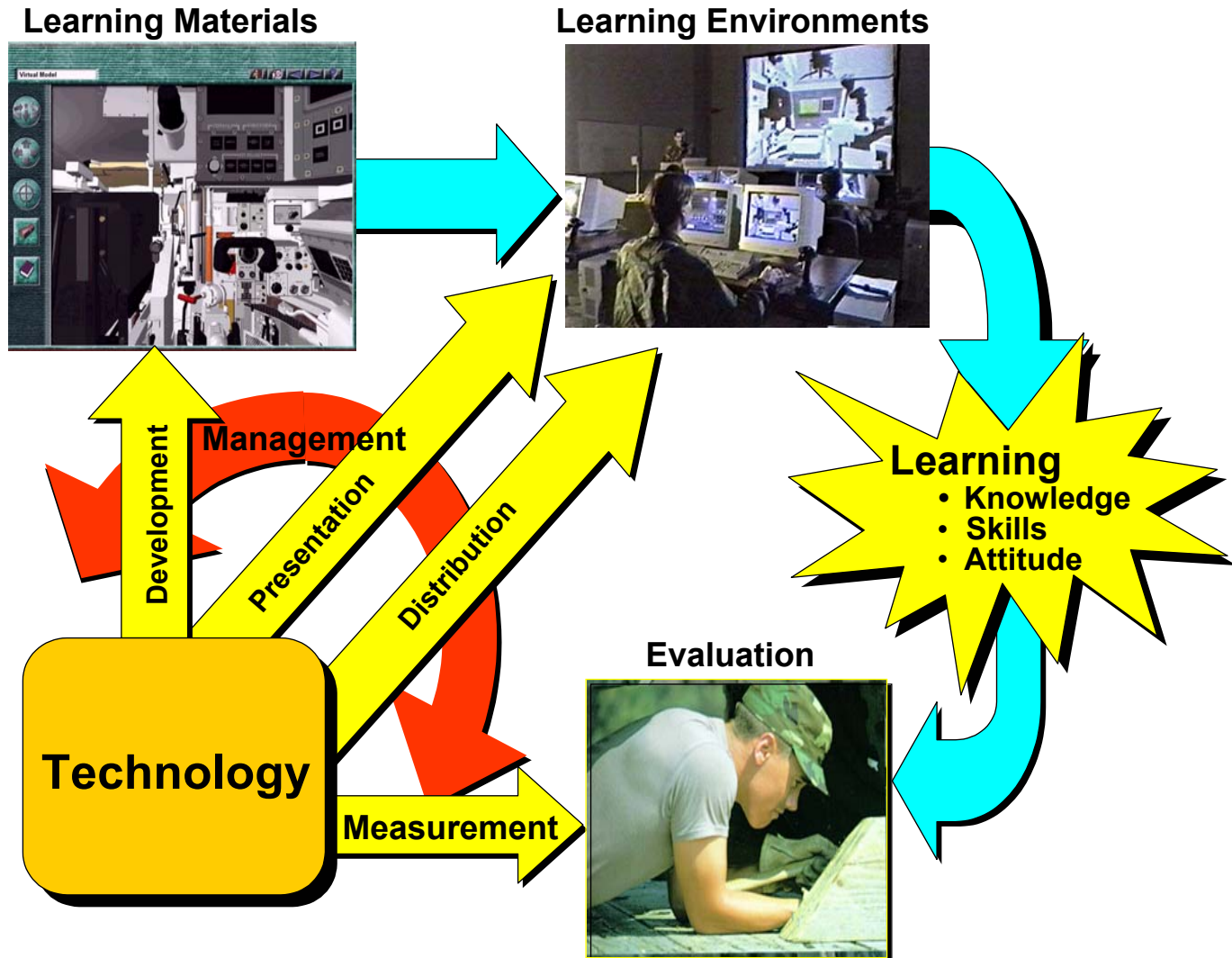
PROPOSED INFORMATION TECHNOLOGY AND DIGITAL TRAINING MASTERPLAN

- **Adopt a "Lifelong Learning" Approach to Signal and IT Training**

- **Establish the "University of Information Technology" as the Hub of Lifelong Learning and Information for Signal and IT Soldiers, Leaders and Units**

    - **Provide Extended Campuses at locations with high density of Signal and IT Soldiers to provide training locally.**

    - **Establish a Resource Center for 24/7 Reachback to the University and to distribute Simulations Software and other courseware.**

- **Adopt an Assignment Oriented Training and Education Model.**

- **Create PC- based Simulations to Support "Learning By Doing".**

THE UNIVERSITY OF INFORMATION TECHNOLOGY VISION

The UIT will be a combination of hardware, software, facilities, connectivity,and people providing lifelong education and training for the information technology community:

- **Begins with entry into the Army**
- **Continues throughout active service**
- **Extends to alumni**

Available while

Schoolhouse - As Part of Resident Training

Available to students in Non-Resident Training

Envisioned as a Life-Long Experience

Available to Alumni

Available to other TRADOC Schools

Available While Assigned to a Unit - Any Time, Anywhere

Active/Reserve Components

Joint/Military Services

Other TRADOC Schools

Extended Campuses

Alumni

Academia

Industry
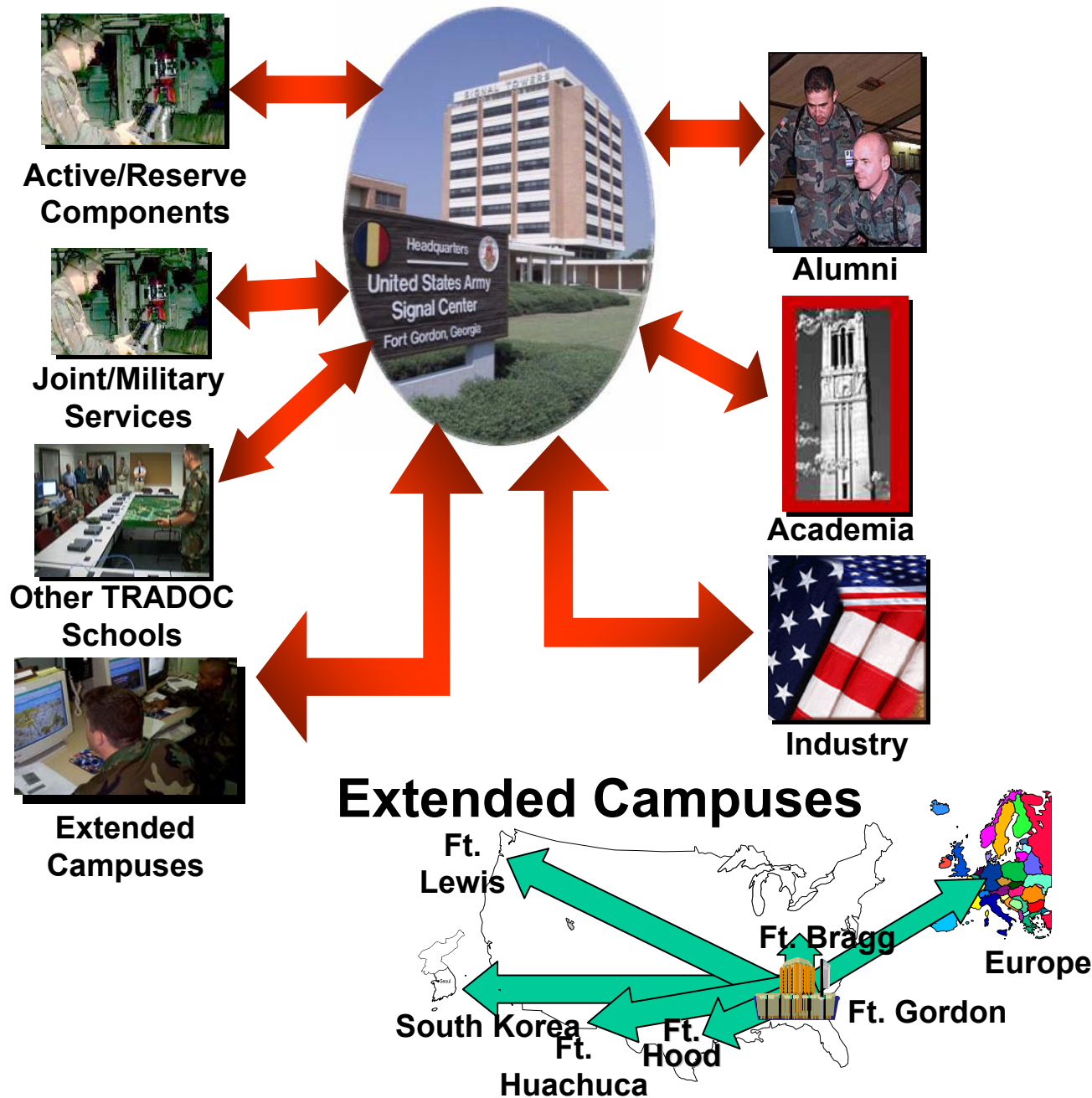
Information Technology Life Long Learning

Extended Campuses

Ft. Lewis

Ft. Bragg

Europe

Ft. Gordon

South Korea

Ft. Hood

Ft. Huachuca

ASSIGNMENT ORIENTED EDUCATION AND TRAINING MODEL

Phase 1

Phase 2

Phase 3

Specific MOS Common Training

Assignment Oriented Training

Assignment Oriented Training

Assignment Oriented Training

Testing and Evaluation

Testing and Evaluation

Testing and Evaluation

Unit

Unit

Unit

MOS Refresher Training Option

Training for Follow-on Assignments

Knowledge-Based Common Training. Educate & Train. Theory & Principles

Tracked t Oriented Training

Ie. Tailor to Specific Soldiers, Units, Commands, AC or RC

Flexible. Tailor to Specific Soldiers, Units, Commands, AC or RC

Begin Pilot Courses in Oct 2001

Supports Training of Legacy, Digital, and COTS Systems

Bottom Line: Puts Better Trained, More Focused Soldier in Field Quicker, Cheaper.

31R10 MULTICHANNEL TRANSMISSION SYSTEMS OPERATOR-MAINTAINER AIT TRAINING

Current Resident Training Model

AIT

ECB and EAC Combined

13 weeks

1st Assignment

No Follow On MOS Training
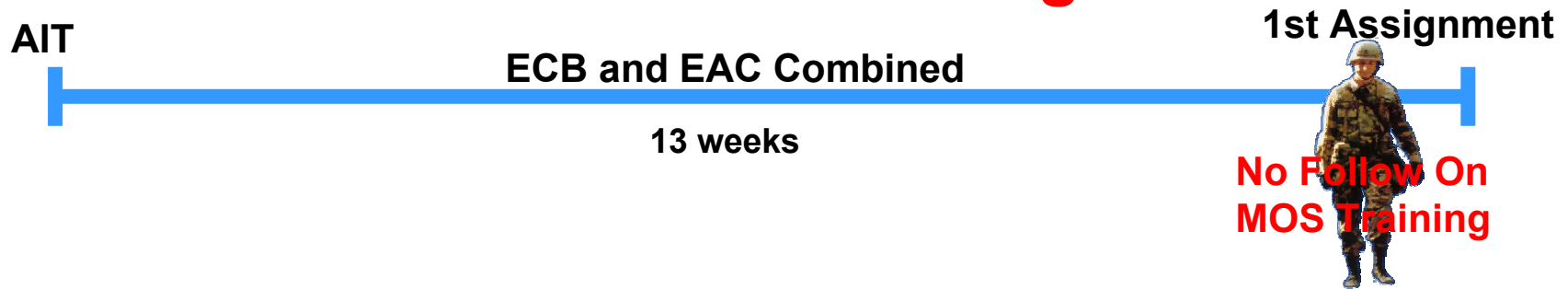
Future Assignment-Oriented Training
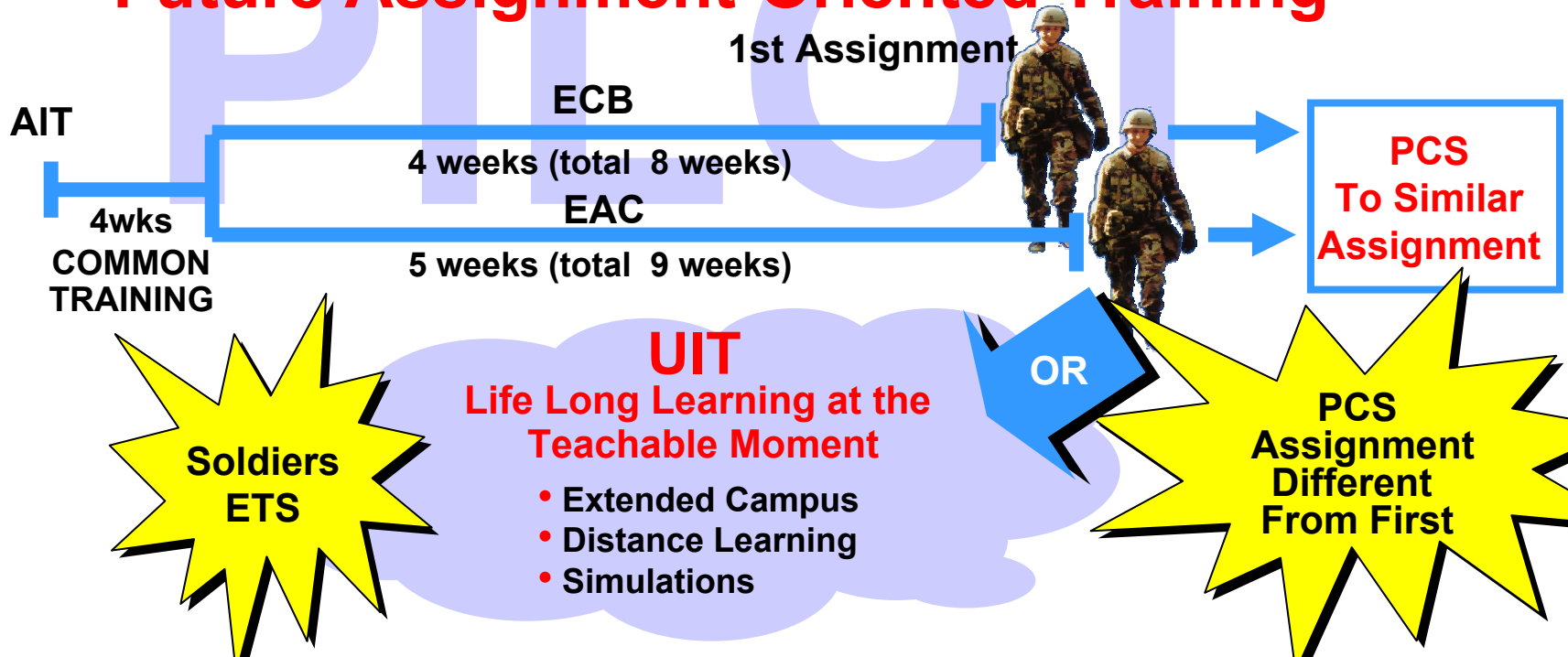
PILOT

AIT

4wks COMMON TRAINING

1st Assignment

ECB
4 weeks (total 8 weeks)

EAC
5 weeks (total 9 weeks)

PCS To Similar Assignment

Soldiers ETS

UIT
Life Long Learning at the Teachable Moment
- **Extended Campus**
- **Distance Learning**
- **Simulations**

OR

PCS Assignment Different From First

SIMULATION AND TRAINING

Validate Skills — Live

Practice Skills — Constructive

Acquire Skills — Virtual

Familiarize — Traditional Methods
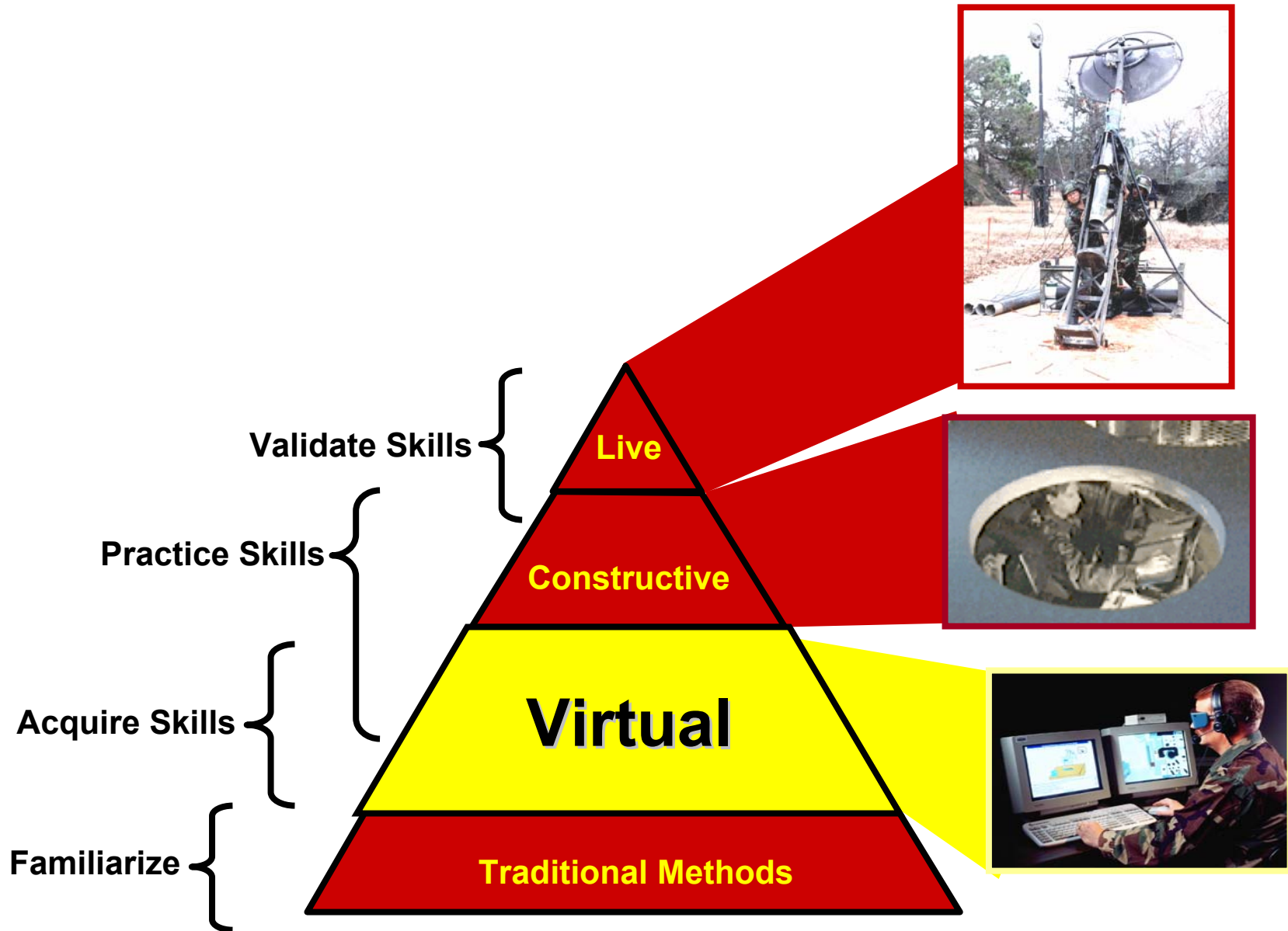
Efficient
- **The look and feel of real equipment at a reduced cost**
- **Eliminates training bottlenecks**

Versatile
- **When additional equipment is unavailable or not practical**
- **Increases hands-on training time**
- **Exportable to soldiers and units worldwide**

Provides training at the teachable moment
- **Critical skills from assignment oriented training**

Train more soldiers

THINKING OUTSIDE THE BOX!
POTENTIAL PARTNERS IN INFORMATION TECHNOLOGY TRAINING

National Guard

SharePoint Team Services
Collaborative Web Tools

Partnering with DoD & Government Agencies

Partnering with Private Organizations & Academia

Using new technologies in training development

Bb Blackboard
www.blackboard.com
Course & Portal
Web-portal Classrooms

COTS training with industry leaders & academia

Microsoft Training & Certification
CERTIFICATION
MCSE

AFCEA

CISCO SYSTEMS
CISCO Academy

UMUC Graduate

THINKING OUTSIDE THE BOX!
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ARMY
ARMY RESERVE

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CISCO SYSTEMS

CISCO Academy

UMUC Graduate

THE ROLE OF PROFESSIONAL ORGANIZATIONS

- **Recognition of Research and Achievements.**

- **Bringing Industry, Academia, and Services Together.**

- **Advocating Our Needs to Local and National Leads.**

- **True Partners**

TRANSFORMING INFORMATION TECHNOLOGY TRAINING

- **We've Got Some Paradigms to Change.**

- **We've Got a Lot of Work to Do.**

- **Long-term Relevance and Military Value of Fort Gordon to Our Nation and to the Community.**

- **Will Require New Partnerships and New Training**

- **Truly- a Transformation in Training**

SIGNAL MILITARY OCCUPATION SPECIALTIES

Multi-Skilled Information Technology Soldiers

Reduced Enlisted MOS's

O B J E C T I V E   F O R C E

50 MOS
62 ASI

18 MOS
11 ASI

Interim Force

Combined operator / maintenance skills in fewer MOS's

Separate operator & maintenance MOS's

Combining MOS's lengthened AIT courses

1987

2000

2010